UPDATE

Local lawyer group rips state bar

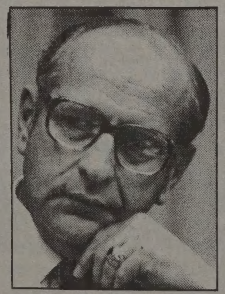
Parent organization should remain neutral in fray over Amendment 2, members say

By **Louis Aguilar**/Gazette Telegraph

El Paso County lawyers, in an act of defiance, voted Monday to condemn the Colorado Bar Association for canceling its annual convention here.

The 250 members of the El Paso County Bar Association also took two other swipes at its parent organization: They asked the directors of the local bar to allow individual members who quit the state chapter to remain part of the county organization. They also criticized the state bar for taking a stand on Amendment 2 and voted to direct the local board to stay out of similar controversial political issues.

Amendment 2, authored by a Colorado Springs group and approved by voters in November, bans laws protecting gays and lesbians from discrimination based on their sexual orientation. The state association has spoken out against the amendment, calling it discriminatory toward homosexuals.



Isaac: Welcome letter cost city a lawyers' convention.

That stand hardened last month after Colorado Springs Mayor Robert Isaac refused to write a letter specifically welcoming gay members of the state bar to the city, as the organization had requested. The group cited Isaac's refusal when it canceled its October convention at The Broadmoor hotel, a move expected to cost local businesses $1 million.

Monday's meeting at the Antlers Doubletree Hotel was filled with spirited debate. Some lawyers, such as Mike Duncan, demanded the group "speak out against the injustice that is Amendment 2." Others, such as Martin Nussbaum, blasted the Colorado bar for taking a stand on such a controversial issue.

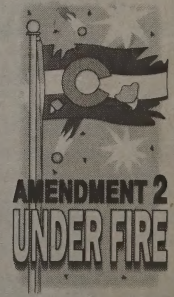
"Impartiality is one of the primary virtues of an association. The Colorado Bar Association has no business endorsing a boycott of Colorado Springs," he said to applause.

About 25 local lawyers have quit the Colorado Bar Association over the Amendment 2 controversy, said an official of the state group.

One of them was David Paxton, who Monday handed out copies of the resignation letter he sent to the state association. The letter, which Paxton encouraged others to sign, said in part: "We are ashamed of the (state) association, and have tired of apologizing for being members."

"Overall, the meeting went pretty well, considering the topic," said Spencer Gresham, head of the El Paso County bar. "As you can tell, this is a controversial subject. The actions taken today reflect the variety of voices over Amendment 2."

Chuck Turner, executive director of the state bar, refused to comment on the local group's action.



■ Woman's anti-boycott baskets hold items produced in Colorado/**B2**

LEGISLATURE

sks for delay of pay hikes for managers

ve cost $500,000

matic 5 percent anniversary raises.

Had that been approved, executive hikes could boost some salaries to $90,552 per year. That would have cost taxpayers more than $500,000. Half the increase would be paid from the state budget and the rest absorbed by individual departments.

Monday afternoon, Romer issued a memo saying he is asking for the one-year delay.

"On reflection, I believe their salaries should be increased at the same time that we give increases to all other state employees in replacement for the current anniversary raises," he said.

"I want to move all state employees to a pay-for-performance system, and I hope this system can be put into effect by July 1, 1994. It will replace the anniversary increases state employees now receive, and which are based solely on length of service.

"Because a new pay-for-performance is ready to go into effect for senior managers, I had felt it was appropriate to implement that small portion of the new system now," he explained.

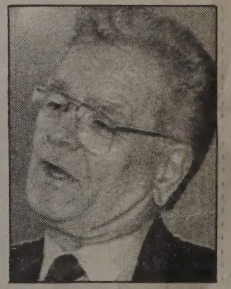
But the governor said that was "misunderstood," and that it would be "unfair to other state employees to permit that part of the system and the accompanying raises for those senior managers to go into effect next July.

"As a result," the governor said, "I believe we must delay implementation of the new senior executive service salaries, along with the 1993-1994 anniversary raises for other state employees, until both systems can be based on pay for performance, and the two new systems can be implemented simultaneously."

Earlier, the governor noted, he had recommended the implementation of 1993-94 anniversary raises be delayed for one year.

The Legislature is expected to consider salaries this week. If it takes no action, the recommendations will go into effect July 1.

At a caucus earlier Monday, Rep. Tony Grampsas, R-Evergreen, said the increases for the managers were nothing new. They were proposed last year but stalled when lawmakers decided to freeze all salaries, he said.



Romer: Wants performance system implemented.

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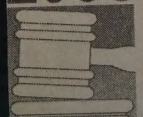

legislative session

special num-

House to establish commission to decide lawmakers' salaries

By **Heidi Gabitzsch**/Denver Bureau

DENVER — The House approved a resolution Monday to establish a commission of business leaders to evaluate lawmakers' salaries.

Under the resolution, nine business owners will be selected by area chambers of commerce to consider whether the legislators are paid fairly.

"My constituents don't like the fact that we sit around in a closed room and decide what we want

LEGISLATIVE PAY AT A GLANCE

■ **Legislative compensation** is a combination of salary and per diem paid while the General Assembly is in session.

■ **The current salary is $17,500,** in effect since Jan. 1, 1985, when it was $14,000.

■ **Per diem is now $45** for metropolitan legislators, $99 for nonmetropolitan legislators. That has been in effect since 1989, when they were $35 for metro, $75 for nonmetro legislators.

■ **Metropolitan legislators pay** income tax on their per diem; out-of-town lawmakers do not.

■ **In 1962, salary was at $100** a month, but the expense money was increased to $4,000 over the biennium. Limitation on the number of days paid was increased to 160 days at a rate of $25 per day.

■ **In 1965 the Legislature** approved a resolution directing the governor to appoint a special commission of five businessmen to conduct a study regarding legislative pay and retirement. The report called for sharp changes in time-saving.

$2,400 at $20 a day for the biennium. In 1958 the monthly pay went to $100 a month while the $2,400 at $20 a day for the biennium was retained.